



General Assembly

January Session, 2009

**Substitute Bill No. 6188**

\* \_\_\_\_\_ HB06188LABGAE022709 \_\_\_\_\_ \*

**AN ACT CONCERNING STATE EMPLOYEES AND VIOLENCE AND  
BULLYING IN THE WORKPLACE.**

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. Section 4a-2a of the general statutes is repealed and the  
2 following is substituted in lieu thereof (*Effective October 1, 2009*):

3 (a) As used in this section:

4 (1) "Abusive conduct" means conduct or a single act of a state  
5 employee in the workplace that is performed with malice and is  
6 unrelated to the state's legitimate interest that a reasonable person  
7 would find hostile or offensive considering the severity, nature and  
8 frequency of the conduct or the severity and egregiousness of the  
9 single act. Abusive conduct includes, but is not limited to, (A) repeated  
10 infliction of verbal abuse such as the use of derogatory remarks, insults  
11 and epithets; (B) verbal or physical conduct that a reasonable person  
12 would find threatening, intimidating or humiliating; or (C) sabotaging  
13 or undermining a person's work performance; and

14 (2) "State employee" means all state agency personnel, but does not  
15 include contractors, subcontractors or vendors of this state.

16 (b) For the fiscal year ending June 30, 1999, and each fiscal year  
17 thereafter, the Commissioner of Administrative Services, in

18 consultation with the Commissioner of Mental Health and Addiction  
 19 Services and the Commissioner of Public Safety, shall, within the limits  
 20 of available appropriations, provide an appropriate program of  
 21 workplace stress and violence awareness, prevention and  
 22 preparedness for state employees.

23 (c) On or before January 1, 2010, and annually thereafter, the  
 24 Commissioner of Administrative Services shall report, in accordance  
 25 with section 11-4a, to the Governor and the joint standing committee of  
 26 the General Assembly having cognizance of matters relating to labor  
 27 summarizing the number of complaints of workplace violence or  
 28 abusive conduct involving state employees and the outcomes of such  
 29 complaints for the preceding year. Such report shall include  
 30 recommendations for administrative or legislative action related to  
 31 such complaints.

This act shall take effect as follows and shall amend the following sections:

Section 1	October 1, 2009	4a-2a
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**LAB**

*Joint Favorable Subst. C/R*

GAE